



DEPARTMENT OF THE ARMY
UNITED STATES ARMY
NORTH ATLANTIC TREATY ORGANIZATION
APO AE 09705

REPLY TO
ATTENTION OF

ACCT-CG

2 November 2001

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Commander's Policy On Sexual Harassment

1. Everyone has a right to work and live in an environment free from sexual harassment. My policy is that sexual harassment is unacceptable conduct and will not be tolerated. Successful mission accomplishment can only be achieved in an atmosphere of mutual respect, dignity, and fair treatment. This necessitates zero tolerance of sexual harassment. Anyone who is subject to acts of sexual harassment by supervisors or coworkers should make it clear that such behavior is offensive and unwelcome and should immediately report the incident to the chain of command or through the appropriate complaint process.
2. The chain of command will normally resolve sexual harassment complaints at the lowest level possible. Other forums; however, are also available. Commanders will ensure that military personnel, their family members, and Department of the Army civilians are aware of alternate reporting channels, including higher echelons in the chain of command, equal opportunity advisors, inspectors general, chaplains, provost marshals, medical agencies, staff judge advocates, and housing referral offices.
3. Military personnel, family members, and Department of the Army civilians have the right to present their complaints to the command without fear of intimidation, reprisal, or harassment. Every member of the chain of command will ensure that all complainants are protected from reprisal or retaliation. Commanders will take immediate action to conduct a thorough and fair investigation and to deal with the incident appropriately.
4. Anyone in a supervisory or command position who witnesses an incident of sexual harassment must immediately take appropriate action to correct the harassing behavior. Furthermore, commanders and supervisors who deliberately or negligently fail to correct such misconduct, commit sexual harassment themselves by effectively condoning discriminatory behavior.
5. Commanders, agencies, and complainants will follow the procedures outlined in AR 600-20, Army Command Policy, chapter 6, when filing sexual harassment complaints. Anyone needing assistance in filing a sexual harassment complaint may contact the USANATO, Equal Opportunity Office at DSN 423-3030.

COLBY M. BROADWATER III
Lieutenant General, U.S. Army
Commanding General

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